

FISCAL NOTE

HB 296 - SB 357

February 8, 2005

SUMMARY OF BILL: Provides that it is an unfair or deceptive act or practice under the Tennessee Consumer Protection Act for an employment agency or an employer who uses an employment agency to pay temporary employees less than they would pay a full-time, permanent employee with the same skills and abilities. Provides that the Tennessee Department of Labor and Workforce Development may establish guidelines and minimum wage standards for job classifications as needed.

ESTIMATED FISCAL IMPACT:

Increase State Expenditures - \$44,200

Assumptions:

- Department of Labor and Workforce Development produces a listing of occupational wages based on 800 job classifications in the United States Department of Labor's Standard Occupational Classification Manual. The Department would need one statistical analyst to determine wages for occupations not listed in the Division of Employment Security's Labor Market Information (LMI) and to assist employers on matching positions to occupations on the list.
- No additional resources or personnel will be required by the Division of Consumer Affairs.

CERTIFICATION:

This is to duly certify that the information contained herein is true and correct to the best of my knowledge.

A handwritten signature in black ink, appearing to read "James W. White". The signature is fluid and cursive, with the first name "James" and last name "White" clearly distinguishable.

James W. White, Executive Director